



Haryana Government Gazette

EXTRAORDINARY

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HARYANA VIDHAN SABHA SECRETARIAT

Notification

The 10th August, 2016

No. HVS/Petitions/1/2016-17/80 .— Shri Umesh Aggarwal, M.L.A has resigned from the membership of the Committee on Petitions on 10th August, 2016 and the Hon'ble Speaker has accepted the same on 10th August, 2016.

By Order of the Hon'ble Speaker.

Chandigarh :
The 10th August, 2016.

SUMIT KUMAR,
Principal Secretary.

HARYANA GOVERNMENT
SPORTS AND YOUTH AFFAIRS DEPARTMENT

Notification

The 10th August, 2016

No. DD (Sports)/2016/29971.— The Governor of Haryana is pleased to constitute the Haryana Swaran Jayanti Celebrations Authority of Haryana to be registered as a society under the Haryana Registration and Regulation of Societies Act, 2012.

1. The Memorandum of Association of Haryana Swaran Jayanti Celebrations Authority of Haryana shall be as under:-

Memorandum of Association of 'Swaran Jayanti Celebrations Authority of Haryana'

| | | |
|-----------|--|---|
| 1 | Name of the Society | Swaran Jayanti Celebrations Authority of Haryana. |
| 2 | Registered Office | The registered office of the Society shall be at Panchkula in the premises of Director of Sports and Youth Affairs, Sector 3, Near Majri Chowk, Panchkula. |
| 3 | Jurisdiction | The Society shall work within the territory of the State of Haryana. |
| 4 | Aims and Objects of the Society | <p>The aims and objects of the Society are as under:</p> <ol style="list-style-type: none"> (1) to undertake conceptualising, planning, designing, executing and developing various programmes relating to Haryana Swaran Jayanti Celebrations; (2) encouraging private sector to take up various programmes during Golden Jubilee Celebration Year and also to contribute financially for organizing Golden Jubilee Celebration programmes; (3) to encourage and support local bodies and Panchayati Raj Institutions to take up various programmes during Swaran Jayanti Year and involving mass participation in such programmes; (4) to organize various programmes involving mass participation of people of Haryana in Swaran Jayanti Celebration Year; (5) to organize various programmes for promotion of brand image of Haryana, its glorious art & culture, rich heritage and history, progress and development, literature and language in various parts of the country and abroad; (6) to execute various policies, programmes and decisions of the State Level Swaran Jayanti Celebration Committee; (7) to enter contracts to take up various activities for organizing Swaran Jayanti Celebrations; (8) acquire by purchase, donations, gifts or otherwise any rights, interests in any movable and/or immovable properties and to manage, dispose of or sell the same in the interest of the Society and furtherance of its aims and objectives. (9) do all such things as are incidental and conducive to the attainment of the above aims and objectives or any of them; |
| 5. | Definitions | <p>In this Memorandum of Association and Bye-laws of the Swaran Jayanti Celebration Authority of Haryana, unless the context otherwise requires, —</p> <ol style="list-style-type: none"> (a) 'Act' means the Haryana Registration and Regulation of Societies Act, 2012. (b) 'Bye-laws' means the Bye-laws of the Society as attached with this Memorandum of Association. (c) 'Chairman' means the Chairman of the Executive Committee. (d) 'Executive Committee' means the Executive Committee of the Society. (e) 'Founder Member' means the members who have initially subscribed to this memorandum of Association of the Society. (f) 'Governing Body' means the Governing Body of the Society. (g) 'Honorary Member' means the individual of distinguished talent and merit or whose association is deemed to be beneficial to the Society or who may render services of outstanding merit to the Society nominated by the President. |

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| | (h) ‘Joint Secretary’ means the Joint Secretary of the Society. (i) ‘Member’ means the Member of the Society. (j) ‘President’ means the President of the Society and the Governing Body. (k) ‘Rules’ means the Rules made under the Haryana Registration and Regulation of Societies Act, 2012. (l) ‘Seal’ means the Seal of the Society. (m) ‘Secretary’ means the Secretary of the Society. (n) ‘Senior Vice-Chairman’ means the Senior Vice-Chairman of Executive Committee. (o) ‘Society’ means the SwaranJayanti Celebrations Authority of Haryana. (p) ‘Steering Committee’ means the Steering Committee of the Society. (q) ‘Treasurer’ means the Treasurer of the Society. (r) ‘Vice-Chairman’ means the Vice-Chairman of the Executive Committee. (s) ‘Vice-President’ means the Vice-President of the Society and Chairman of the Steering Committee. | | | |
| 6. | Names of the Founder Members | | | |
| | The names and addresses of the founder members of the Society, who have signed and subscribed to this Memorandum of Association and Bye-laws of the Society <i>i.e.</i> the Sports Authority of Haryana are as under: | | | |
| Sr. No. | Founder Members | Designation in the Society | Name | Signatures |
| 1. | Chief Minister, Haryana | President | Sh. Manohar Lal | |
| 2. | Finance Minister, Haryana | Member | Capt. Abhimanyu | |
| 3. | Sports and Youth Affairs Minister, Haryana | Vice-President | Sh. Anil Vij | |
| 4. | Development and Panchayat Minister, Haryana | Member | Sh. Om Prakash Dhankar | |
| 5. | Administrative Secretary, Panchayat and Development Department, Haryana | Member | Smt. Navraj Sandhu, IAS | |
| 6. | Administrative Secretary, PWD (B&R), Haryana | Member | Sh. Hardeep Kumar, IAS | |
| 7. | Administrative Secretary, Town and Country Planning Department | Member | Sh. P. Raghavendra Rao, IAS | |
| 8. | Administrative Secretary, Sports and Youth Affairs, Haryana | Member | Dr.K.K.Khandelwal, IAS | |
| 9. | Administrative Secretary, Finance Department, Haryana | Member | Sh. Sanjeev Kaushal, IAS | |
| 10. | Administrative Secretary, Industries and Commerce Department, Haryana | Member | Dr.Devender Singh, IAS | |
| 11. | Administrative Secretary, Urban Local Bodies Department, Haryana | Member | Sh. Anil Kumar, IAS | |
| 12. | Director, Sports and Youth Affairs, Haryana | Member Secretary | Sh. Jagdeep Singh, IAS | |

Bye-laws of Swaran Jayanti Celebrations Authority of Haryana**1. Name of the Society:**

Swaran Jayanti Celebrations Authority of Haryana.

2. Registered Office

The registered office of the Society shall be at Panchkula in the premises of Director of Sports and Youth Affairs, Sector 3, Near Majri Chowk, Panchkula.

3. Jurisdiction

The Society shall work within the territory of the State of Haryana.

4. Governing Body:**(1) Composition:**

There shall be the Governing Body of the Society consisting of following:-

(a) Official Members

| Sr. No. | Members of the Governing Body | Designation in the Society and in the Governing Body |
|---------|---|--|
| 1. | Chief Minister, Haryana | President |
| 2. | Education Minister | Member |
| 3. | Finance Minister, Haryana | Member |
| 4. | Agriculture Minister | Member |
| 5. | Sports and Youth Affairs Minister, Haryana | Vice-President |
| 6. | PWD (B&R) Minister | Member |
| 7. | Urban Local Bodies Minister | Member |
| 8. | Transport Minister | Member |
| 9. | Industries & Commerce Minister | Member |
| 10. | Minister of State for Cooperation | Member |
| 11. | Minister of State for Social Justice & Empowerment | Member |
| 12. | Minister of State for Food and Supplies | Member |
| 13. | Minister of State for Public Health | |
| 14. | Minister of State for Labour & Employment | Member |
| 15. | Chief Secretary, Haryana | Member |
| 16. | Administrative Secretary, Development & Panchayat Department, Haryana | Member |
| 17. | Administrative Secretary, Home Department, Haryana | Member |
| 18. | Administrative Secretary, PWD (B&R), Haryana | Member |
| 19. | Administrative Secretary, Town and Country Planning Department | Member |
| 20. | Administrative Secretary, Sports and Youth Affairs, Haryana | Member |
| 21. | Administrative Secretary, Cultural Affairs, Haryana | Member |
| 22. | Administrative Secretary, Finance Department Haryana | Member |
| 23. | Administrative Secretary, Education | Member |
| 24. | Administrative Secretary, Information & Public Relations, Haryana | Member |

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| 25. | Administrative Secretary, Industries and Commerce Department, Haryana | Member |
| 26. | Principal Secretary to Chief Minister, Haryana | Member |
| 27. | Administrative Secretary, Urban Local Bodies Department, Haryana | Member |
| 28. | Director, Information & Public Relations and Languages | Member |
| 29. | Convenor, State Level Golden Jubilee Celebrations Committee | Member Secretary |
| 30. | Director, Sports & Youth Affairs, Haryana | Treasurer & Joint Secretary |

(b) **Honorary Members:**

The President may nominate MLAs/individuals of distinguished talent and merit or whose association is deemed to be beneficial to the Society or who may render services of outstanding merit to the Society as Honorary members of the Society, after obtaining consent of the individuals. The Honorary members shall be entitled to attend the meetings and contribute to the deliberations.

(2) **Office Bearers of the Society :**

(a) **President:**

Chief Minister, Haryana shall be the President of the Society and the Governing Body of the Society.

(b) **Vice-President of the Society-cum-Chairman of Steering Committee:**

Sports and Youth Affairs Minister shall be the Vice President of the Society and the Chairman of Steering Committee.

(c) **Chairman Executive Committee:**

Chief Secretary, Haryana shall be the Chairman Executive Committee of the Society.

(d) **Vice - Chairman Executive Committee:**

Additional Chief Secretary, Sports & Youth Affairs shall be the Vice-Chairman of the Executive Committee of the Society.

(e) **Secretary:**

Convenor, Golden Jubilee Celebration Committee shall be the Secretary of the Society.

(f) **Treasurer:**

Director, Sports and Youth Affairs or any other officer appointed by the Government shall be the Treasurer of the Society.

(g) **Joint Secretary:**

Director, Sports and Youth Affairs or any other officer appointed by the Government shall be the Joint Secretary of the Society.

(3) **Meetings of the Governing Body:**

(i) The meetings of the Governing Body will be held as and when required. However, the Governing Body shall meet at-least once in every twomonths and there will be minimum one meeting of the Governing Body in a quarter.

(ii) A clear notice of three days of every such meeting will be given by the Secretary of the Governing Body to the office bearers and members before the date appointed for the meeting. However, the Governing Body may meet at shorter notice, wherever so required, with the consent of the President.

(iii) The quorum of the meetings of the Governing Body shall be at least 30% of the total members of the Governing Body, subject to a minimum of 10 members. In case quorum is not present, the meeting shall be adjourned to another date for which a proper notice shall be issued. The members present in the adjourned meeting, subject to a minimum of five members, shall form the quorum for the adjourned meeting.

- (iv) The proceedings of every meeting of the Governing Body will be recorded in the proceedings book separately maintained for this purpose. Such minutes shall be signed by the Chairman of the meeting and the Secretary of the Society. In case the Chairman or the Secretary are not available to sign the minutes, these will be signed by any two members present in the meeting as may be authorised by the Governing Body.

(4) Powers, Functions & Duties of the Governing Body:

- (i) To decide policy matters and issues including change of name of the Society, amendment in the Memorandum of Association and the Bye-laws of the Society, approval of annual accounts of the Society, approval for disposal of immovable assets of the Society etc. and all such other acts as may be required under the Haryana Registration and Regulation of Societies Act & Rules, 2012.
- (ii) To take steps for achieving the aims & objectives of the Society and shall work in the best interest of the Society, for which it shall be empowered to deploy the funds & assets of the Society for the stated objectives;
- (iii) To raise funds and purchase property, movable and immovable, on free-hold or lease basis in its name, as decided by it.
- (iv) To take full charge of all immovable properties and movable assets belonging to or vested in the Society and these will be managed in such a manner as it considers appropriate.
- (v) To invest the funds in the manner it considers appropriate in the best interests of the Society and it shall be competent to borrow or mortgage or hypothecate the properties on behalf of the Society in the manner decided.
- (vi) To enter into such arrangements with the Government of India, State Government and other public or private organizations or individuals to achieve the objectives of the Society and the implementation of the programmes and to secure and accept endowments, grant-in-aid, donations or gifts on mutually agreed terms and conditions; provided that the condition of such grant-in-aid, donations or gifts shall not be inconsistent or in conflict with the objects of the Society and with the provisions of these Bye-laws.
- (vii) To acquire by gift, purchase, lease or otherwise any property movable or immovable which may be considered necessary or convenient for the purposes and programmes of the Society and to construct alter and maintain any building or buildings used and belonging to the Society.
- (viii) To constitute various standing or special committees for taking up such functions as may be assigned from time to time.

(5) Powers, Functions & Duties of the Office-bearers of the Society:

(a) President:

- (i) To preside over all the meetings of the Governing Body and regulate the proceedings of such meetings.
- (ii) To do all such acts, deeds and things as may be authorized by the Governing Body from time to time.
- (iii) To allow or disallow discussion on any matter which is not included in the agenda.
- (iv) To ensure proper & transparent functioning of the Society/Governing Body.
- (v) To ensure strict compliance of the provisions of the Haryana Registration and Regulation of Societies Act, 2012 and the rules made thereunder.
- (vi) To supervise and guide the overall activities/achievement of aims & objectives of the Society.
- (vii) To nominate Honorary Members in the Governing Body.

(b) Vice-president of the Society-cum-Chairman of the Steering Committee:

- (i) To assist the President in carrying out his functions and duties.
- (ii) In absence of the President, to act on his behalf and perform all duties and exercise all the powers of the President.
- (iii) To preside over meetings of the Steering Committee.

- (iv) To do all such acts, deeds and things, as may be authorized by the Governing Body.
- (c) **Chairman Executive Committee:**
 - (i) To preside over all the meetings of the Executive Committee and regulate the proceedings of such meetings.
 - (ii) To do all such acts, deeds and things as may be authorized by the Governing Body, Steering Committee and/or by the Executive Committee from time to time.
 - (iii) To allow or disallow discussion on any matter which is not included in the agenda.
 - (iv) To ensure proper and transparent functioning of the Executive Committee.
 - (v) To ensure strict compliance of the provisions of the Haryana Registration and Regulation of Societies Act, 2012 and the rules made thereunder.
 - (vi) To supervise and guide the overall activities/achievement of aims & objectives of the Society.
- (d) **Senior Vice-Chairman Executive Committee:**
 - (i) To assist the Chairman Executive Committee in carrying out his functions and duties.
 - (ii) In absence of the Chairman Executive Committee to act on his behalf and perform all duties and exercise all the powers of the Chairman.
 - (iii) To do all such acts, deeds and things, as may be authorized by the Governing Body.
- (e) **Vice-Chairman Executive Committee and Principal Executive Officer of the Society:**
 - (i) To assist the Chairman Executive Committee in carrying out his functions and duties.
 - (ii) To exercise general superintendence, direction and control on the day-to-day affairs of the Society.
 - (iii) To do all such acts, deeds and things, as may be authorized by the Governing Body, Steering Committee and/or Executive Committee.
 - (iv) Act as the overall in-charge of the administration and execution of all the programmes of the Society/including financial affairs on behalf of the Governing Body, Steering Committee or Executive Committee including creation of posts, fixation of salaries/remuneration/honorarium/allowances etc., make appointments /engagement of staff, make purchases and do all other such things as may be necessary in the furtherance of the aims & objects of the Society in accordance with the delegations by the Governing Body from time to time and where no such delegation is specifically made, in consultation with the President of the Society or Chairman of the Steering Committee.
- (f) **Secretary:**
 - (i) To conduct, organize, supervise and manage all the affairs of the Society and do all such acts and perform all such duties for the working of the Society as may be assigned by the President/Governing Body, Chairman of the Steering Committee or Chairman of the Executive Committee.
 - (ii) To convene meetings of the Governing Body, Steering Committee, Executive Committee with the consent of the President/Chairman as the case may be and serve proper notices as prescribed under the bye-laws.
 - (iii) To attend all the meetings of the Governing Body, Steering Committee, Executive Committee and assist the President/Chairman as the case may be in conducting the meetings and record proceedings of all the meetings.
 - (iv) To prepare annual report of the Society and place it before the Governing Body along with audited annual accounts of the Society, for approval.
 - (v) To keep and preserve the records of the Society.

- (vi) To help and assist the President in looking after the complete affairs of the Society and in attaining aims & objectives of the Society.
- (vii) To ensure timely filing of all statutory returns/documents in the office of the District Registrar and such other authorities as may be prescribed under the Haryana Registration and Regulation of Societies Act, 2012 and the rules made thereunder.
- (viii) To be the custodian for safe custody of common seal of the Society and affix the same, wherever required, as per the authorisation of the Governing Body.
- (ix) To conduct correspondence on behalf of the Society/ Governing Body and to sign letters and papers on its behalf and to ensure that all statutory registers and records are properly kept and maintained.
- (x) To sign various types of contract/MoUs on behalf of the Society.
- (g) **Joint Secretary:**
 - (i) To assist the Secretary of the Society in carrying out his functions and duties;
 - (ii) To discharge the functions and duties of the Secretary of the Society in his absence to the extent authorised by the Governing Body;
 - (iii) To look after such functions and duties and exercise such powers as may be assigned and delegated by the Governing Body of the Society from time to time.
- (h) **Treasurer:**
 - (i) To keep accounts of all financial transactions of the Society and of all the sums of money received and spent by the Society and maintain records of receipts and expenses relating to such matters, and of assets, credits and liabilities.
 - (ii) To get the accounts of the Society audited by the chartered accountant appointed by the Governing Body at the close of the every financial year.
 - (iii) To submit to the Governing Body through Secretary, the audited annual accounts of the Society, preferably one month prior to the date of annual general meeting.
 - (iv) To act as the overall custodian of all the books of accounts of the Society, financial statements, receipt books, expense vouchers, bank pass books & cheque books, cash etc.

5. Steering Committee and Executive Committee of the Society:

(1) Composition of Steering Committee:

There shall be a Steering Committee of the Society as a high powered body to discharge the functions as authorized by Governing Body consisting of following:-

| Sr. No. | Member of the Executive Committee | Designation in the Executive Committee |
|---------|---|--|
| 1. | Hon'ble Sports & Youth Affairs, Minister | Chairman |
| 2. | Hon'ble Industries Minister | Vice-Chairman |
| 3. | Hon'ble Minister of State for Social Justice & Empowerment | Member |
| 4. | Hon'ble CPS, Tourism & Hospitality | Member |
| 5. | Chief Secretary, Haryana | Member |
| 6. | Principal Secretary to Chief Minister, Haryana | Member |
| 7. | Administrative Secretary, Development & Panchayats, Government of Haryana | Member |
| 8. | Administrative Secretary, Sports and Youth Affairs, Government of Haryana | Member |
| 9. | Administrative Secretary, Finance, Government of Haryana or his representative | Member |
| 10. | Administrative Secretary, Information & Public Relations, Government of Haryana | Member |

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| 11. | Administrative Secretary, Urban Local Bodies, Government of Haryana | Member |
| 12. | Convenor, State Level Golden Jubilee Celebrations Committee | Member Secretary |
| 13. | Director, Sports and Youth Affairs | Member |

(2) Power, Functions and Duties of Steering Committee:

The Steering Committee shall be the high powered body of the Society. Steering Committee shall be main planing, policy and programme formulation body for Haryana Swaran Jayanti Celebrations and shall have following powers, functions and duties and such other functions and powers as may be assigned to it by the Governing Body of the Society from time to time.

- (i) To prepare, conceptualise, plan, design, execute and develop various programmes relating to Haryana Swaran Jayanti Celebrations.
- (ii) To decide issues relating to various programmes/celebrations to be taken up during Haryana Swaran Jayanti Celebrations.
- (iii) To remove bottlenecks and to take remedial measures as and when required to smoothly execute various programmes approved by the Governing Body.
- (iv) To take up functions of the Governing Body to the extent authorized by it.
- (v) To constitute various committees relating to celebrations and other activities to be taken up during Haryana Swaran Jayanti Celebrations.
- (vi) To approve outlay/funds relating to various activities/celebrations to be taken up for Haryana Swaran Jayanti Celebrations.
- (vii) To approve manpower requirements, manpower providing agencies, event managers, knowledge partners, professionals, service providers etc. for taking up various activities/celebrations during Haryana Swaran Jayanti Celebrations.

(3) Composition of Executive Committee

There shall be an Executive Committee of the Society consisting of following:-

| Sr. No. | Member of the Executive Committee | Designation in the Executive Committee |
|---------|--|---|
| 1. | Chief Secretary, Haryana | Chairman |
| 2. | Additional Chief Secretary-cum-Financial Commissioner, Revenue & Disaster Management | Sr. Vice Chairman |
| 3. | Principal Secretary to Chief Minister, Haryana | Member |
| 4. | Administrative Secretary, Home, Government of Haryana | Member |
| 5. | Administrative Secretary, Town & Country Planning, Government of Haryana | Member |
| 6. | Administrative Secretary, Cultural Affairs, Government of Haryana | Member |
| 7. | Administrative Secretary, Finance Department, Government of Haryana | Member |
| 8. | Administrative Secretary, Information & Public Relations, Government of Haryana | Member |
| 9. | Administrative Secretary, Industries, Government of Haryana | Member |
| 10. | Administrative Secretary, Sports and Youth Affairs, Government of Haryana | Vice-Chairman and Principal Executive Officer |
| 11. | Director, Information & Public Relations and Languages | Member |

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| 12. | Engineer-in-Chief , PWD (B&R) | Member |
| 13. | Chief Architect | Member |
| 14. | Sh. Rajiv Sharma, Retd. IAS, Convenor, State Level Golden Jubilee Celebrations Committee | Member Secretary |
| 15. | Director, Sports and Youth Affairs | Member |

(4) Power, Functions and Duties of Executive Committee :

The Executive Committee shall be the executive body of the Society and shall have such functions and powers as may be assigned to it by the Governing Body of the Society from time to time.

- (i) To constitute committees and working groups to study specific issues.
- (ii) To formulate plan of action.
- (iii) To review the working of the Society and to submit the same to the Governing body of the Society.
- (iv) To consider the audited accounts and the annual budget estimates of the Society and to present the same to the Governing Body.
- (v) To authorise and sanction expenditure of the funds of the Society in accordance with the regulations to be framed in this regard by it.
- (vi) To create provision for engagement of regular employees, deputation/ part-time/contractual/honorary basis employees of the Society to look after the activities of the Society including secretarial, accounting and other functions in a seamless manner.
- (vii) To prepare service rules of the employees of the Society.
- (viii) To fix remuneration, honorarium, contract fee for the staff engaged on part-time, contract, honorarium basis.
- (ix) To outsource various services, functions, activities etc.
- (x) To do such otherthings as are necessary for the conduct of the affairs of the Society in furtherance of itsobjectives and in accordance with the Bye-laws.

(5) Meeting of the Steering Committee and Executive Committee:

- (i) The Steering Committee/Executive Committee shall, on the date to be specified by the chairperson of the respective body meet as often as necessary.
- (ii) Chairperson or in his/her absence Sr. Vice-Chairman/Vice-Chairperson, shall be the Chairperson of the Steering Committee/Executive Committee.
- (iii) All decisions will be taken by a majority of votes and in case in particular item the votes cast for and against are equal, the Chairperson of the meeting shall have the right of a casting vote.
- (iv) The agenda of the meeting shall be circulated amongst the members at least a day before the meeting.
- (v) Five members shall form the quorum of the Steering Committee/Executive Committee.

6. Appointment of Staff:

The Society may appoint the staff on direct appointment/deputation/part-time/contractual/honorary basis for the smooth day-to-day running of its affairs. The Society may frame rules/bye-laws separately for this purpose.

7. Exclusions from the Employment of the Society:

- (i) No member of the Society shall be in full-time or part-time employment of the Society;
- (ii) No dependant or family member or close relative of the office-bearers and members of the Governing Body shall be engaged as an employee of the Society during its term;
- (iii) Every office-bearer and member of the Governing Body shall make a declaration in case any person in the employment of the Society is his close relative.

8. Amendments in the Memorandum of Association, Bye-laws etc. –

Any amendment in the Memorandum of Association and Bye-laws, or Change of Name, amalgamation or division of the Society will be done only with the approval of the Governing Body by way of a

special resolution. The intimation of any such amendment or change, along with attested copy of the requisite documents shall be filed in the office the District Registrar by the Secretary within such time as may be prescribed under the Haryana Registration and Regulation of Societies Act, 2012 and the rules made thereunder.

9. Management of Assets and Funds of the Society:

(1) Sources of Income:

The sources of income of the Society will include rent from property/ assets, interest, consultation fees, donations, gifts, grants, etc. The Society can also raise funds through interest-free short term loans, loans from Scheduled Banks on interest. Loan from the Scheduled Banks on interest will be taken only for purchase or creation of capital assets and not for meeting any recurring revenue expenditure under any circumstances.

(2) Budget:

The Governing Body will prepare and approve budget of the Society on the basis of its estimated income/grant-in-aid and the capital & revenue expenditure.

(3) Bank Account:

The funds of the Society shall be deposited in the accounts with the Banks. The Bank accounts of the Society will be jointly operated by such members/ office bearers as may be decided by the Governing body from time to time. In absence of such authorization Secretary and Joint Secretary shall jointly operate such accounts.

(4) Assets and Funds:

All assets and funds will belong to the Society and vest in the Society.

(5) Receipts and Payments:

All receipts and payments of the Society shall be made through Bank Instruments (i.e. DD/ Pay Order/ Cheques/ Bank Transfers/ RTGS). However, the Governing Body may determine the limits of financial transactions which may be conducted in cash in certain cases.

10. Accounts of the Society:

- (i) The Treasurer of the Society will be responsible for keeping and maintaining proper books of accounts *i.e.* cash book, ledger etc. as required under the Income Tax laws and/or any other authority including the Institute of Chartered Accountants of India, at its Registered Office with respect to all sums of money received and expended by the Society and the assets and liabilities of the Society.
- (ii) The books of accounts of the Society shall be open to inspection during the business hours by the Registrar General, Registrar, District Registrar or any officer authorised by them and by any member of the Society.
- (iii) The annual accounts of the Society will be signed by any two authorised office-bearers of the Society.
- (iv) The Governing Body will appoint a chartered accountant, who shall not be a member of the Governing body or family member of any member of the Governing Body, for auditing the accounts and filing of income tax return of the Society for each financial year, at such remuneration as may be determined by the Governing Body.

11. Common Seal:

The Society will have a common seal which shall be kept in safe custody of the Secretary and shall be affixed wherever it is required in accordance with the authorisation by the Governing Body.

12. Amalgamation of the Society :

The Society may amalgamate itself with any other Society established with the identical aims and objects or allow any other Society to amalgamate with itself by a Special Resolution passed in this behalf in accordance with the provisions contained in Section 51 of the Act and Rule 25 made there under.

13. Dissolution of the Society:

- (i) The Society may resolve to dissolve itself in accordance with the provisions contained in the Act and the rules there under in case it becomes difficult to carry on with the operations of the

Society, or it becomes insolvent or for any other pressing and unavoidable reasons or in the eventuality when it is not further required in the opinion of Government.

- (ii) In the event of dissolution of the Society, no assets of the Society shall devolve on or distributed amongst the members of the Society;
- (iii) Its assets and properties shall be first used to liquidate any liabilities and the left-over properties/assets, if any, shall be considered for transfer to any other Society established with identical aims and objects or to the State Government for use thereof in the general public interest.

14. Direction from Government:

All directions issued by the Government will be binding on the Society.

15. Relaxation:

Where the President is satisfied that the operation of any of these provisions causes undue hardship in any particular case he may by such order and for reasons to be recorded in writing, relax the requirement or any of the provisions of these bye-laws as he may consider necessary in dealing with the case in a just and equitable manner.

2. The concurrence of FD for constituting Haryana Swaran Jayanti Celebrations Authority of Haryana has been taken vide their U.O. No. 40/07/2016-3FD-II/23481 dated 2.8.2016.
3. Approval of CMM for constituting Haryana Swaran Jayanti Celebrations Authority of Haryana as a Society vide U.O. No.9/179/2016-2 Cabinet dated 20.07.2016 has been obtained.
4. Necessary action would be taken by Director, Sports & Youth Affairs for registering Haryana Swaran Jayanti Celebrations Authority of Haryana as a society under the Haryana Registration and Regulation of Societies Act, 2012 being Member Secretary of the society. Initially registration of the Haryana Swaran Jayanti Celebrations Authority of Haryana be got done on the basis of the above Memorandum of Association and by-laws. Further any addition, deletion, modification and alteration shall be carried out as per by-laws of the Society.
5. The expenditure would be met from the budget allotted to Sports & Youth Affairs Department under new head to be created for the scheme of Haryana Swaran Jayanti Celebrations Year.

Chandigarh:
The 4th August, 2016.

DR. K. K. KHANDELWAL,
Additional Chief Secretary to Government Haryana,
Sports & Youth Affairs Department.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/57/31298.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Courtyard by Marriott Gurgaon (Sanya Hospitality Pvt. Ltd.), B-block Sushant Lok-1, Sector 27, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.

5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/55/31295.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Serco BPO Pvt. Ltd., Plot No. 408, Udyog Vihar, Phase-III, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).

6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/63/31292.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Sap Labs India Pvt. Ltd., Tower A, 4th Floor, Vatika Tower, Sector 54, Golf Course Road, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.

7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/49/31289.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Gerson Lehrman Group India Private Limited, 9th Floor, DLF Infinity Tower-A, DLF, Phase-II, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.

8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/60/31286.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s CEB India Private Limited, 5th Floor & 9th Floor, Tower-B, DLF Building No.10, DLF Cyber City, Gurgaon** from the operation of the provisions of section 30 of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.

9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/59/31283.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Omniglobe Information Technologies (India) Pvt. Ltd., Plot No. 231, Udyog Vihar, Phase-IV, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.

10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/47/31280.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Midland Credit Management India Pvt. Ltd., Plot No. 137, Sector-44, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.

12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/53/31277.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Colt Technology India Pvt. Ltd., 1st, 2nd, 3rd & 4th Floor, Building No. 4, Unitech, Gurgaon** from the operation of the provisions of section 30 of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.

14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/48/31274.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Interglobe Technologies International Private Limited, First, Second and Third Floor, Infotech Centre, 14/2 Milestone, Old Delhi-Gurgaon Road, Dundahera, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.

15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/51/31271.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s K P M G, Building No. 5, 8th Floor, Tower-C, DLF Cyber City, Phase-III, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.

15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/52/31268.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Zomato Media Private Limited, 19th, 20th, 21st & 22nd Floor, One Horizon Center, DLF Ph-V, Sector-43, Gurgaon** from the operation of the provisions of section 30 of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.

14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/56/31265.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s FIS Global Business India Pvt. Ltd., 402, I Park, Plot No. 15, Udyog Vihar, Phase-IV, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.

14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/62/31259.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s American Express (India) Pvt. Ltd., 11th, 12th and 15th Floor on Block B, 11th, 12th, 14th and 15th on Block C, DLF Building No. 5, DLF Phase-III, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.

14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/58/31262.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Cvent India Private Limited, Unit-I, 19th Floor, Building No. 14, Tower-C & D, DLF Cyber City, SEZ, Sector- 24 & 25A, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.

14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/50/31256.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s H&S Software Development & Knowledge Management Centre Pvt. Ltd., 501-502, 5th Floor, MVL iPark, Near Galaxy Hotel, Sector-15, Part-II, Gurgaon** from the operation of the provisions of section 30 of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.

15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/61/31253.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s American Express (India) Pvt. Ltd., 3rd & 4th Floor, Tower-C, DLF Building No.8, DLF Cyber City, Phase-II, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.

14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 10th August, 2016

No. I.R.-II-Exmp/NS (W)/Mgt/2016/54/31250.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Godavari Shilpkala Pvt. Ltd., (Unit: Vivanta By Taj Surajkund Delhi) Shooting Range Road, Surajkund, Vill. Lakarpur, Faridabad** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total No. of hours of work of an employee in the establishment shall not exceed ten hours on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total No. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management has maintained a movement register.

13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls no. are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not leave the dropping point before the employee enters into her accommodation.
16. The Management will ensure holding an annual self defence workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

PANKAJ AGARWAL,
Labour Commissioner, Haryana.